

Re-approved: July 2016

Review Date: June 2017

Policy Title	Safeguarding and Pupil Welfare														
1. Purpose	<p>The purpose of this policy is to provide an overarching framework to safeguard and promote the welfare of pupils.</p> <p>It will apply to all adults, including volunteers, working in or on behalf of Trinity Academy.</p> <p>Relevant guidance is identified at Appendix 1</p>														
2. Summary	<p>The focus of this Safeguarding and Pupil Welfare Policy is on developing and maintaining a safe, secure and supportive environment for all of its pupils. As such, it acts as an overarching policy for other relevant policies, as indicated below.</p> <p style="text-align: center;">SAFEGUARDING AND PUPIL WELFARE POLICY</p> <table border="0" style="width: 100%;"> <tr> <td>Child Protection</td> <td>Anti bullying</td> </tr> <tr> <td>Off-site policy</td> <td>Health and Safety</td> </tr> <tr> <td>Recruitment, selection and appointments</td> <td>Staff Code of Conduct</td> </tr> <tr> <td>Whistleblowing</td> <td>Images of Children</td> </tr> <tr> <td>Allegations of abuse against staff</td> <td>Volunteers</td> </tr> <tr> <td>Preventing Extremism and Radicalisation</td> <td></td> </tr> <tr> <td>Female Genital Mutilation</td> <td></td> </tr> </table> <p>In implementing individual policies, Trinity Academy will seek to ensure that they are fully integrated, consistently embedded in practice and supported by clear procedures and practice guidelines.</p>	Child Protection	Anti bullying	Off-site policy	Health and Safety	Recruitment, selection and appointments	Staff Code of Conduct	Whistleblowing	Images of Children	Allegations of abuse against staff	Volunteers	Preventing Extremism and Radicalisation		Female Genital Mutilation	
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3. Aims	<p>Trinity Academy is committed to providing a safe, inclusive and supportive learning environment in which all pupils can thrive and achieve their full potential. Each pupil's welfare is of paramount importance and we will work in partnership with parents/carers and, where necessary, appropriate agencies to:</p> <ul style="list-style-type: none"> • Protect pupils from maltreatment. • Prevent the impairment of their health and development. • Ensure that they are growing up in circumstances consistent with the provision of safe and effective care. • Enable pupils to have opportunities to have optimum life chances and to enter adulthood successfully. 														
4. Objectives	<ul style="list-style-type: none"> • To provide a safe environment to support pupils' learning, development and well-being. • To ensure that Trinity Academy's policies and procedures contribute to the provision of safe and effective care for its pupils. • To provide all pupils with equal opportunities to develop their talents and abilities to their full potential. 														

	<ul style="list-style-type: none"> • To create an environment in which pupils feel able to articulate their worries and concerns. • To raise awareness of both teaching and non-teaching staff of the need to safeguard children and of their responsibility in identifying and reporting possible cases of abuse. • To establish a systematic means of monitoring children known or thought to be at risk of harm. • To provide support for pupils who may have been abused or maltreated. • To ensure staff and volunteers are appropriately recruited, trained and supported to respond appropriately and sensitively to Child Protection concerns. <p>Underpinning these objectives is a recognition that:</p> <ul style="list-style-type: none"> • Some children may be especially vulnerable to abuse. • Children who are abused or neglected may find it difficult to develop a sense of self worth and to view the world in a positive way. Whilst at school, their behaviour may be challenging. • Some children who have experienced abuse may harm others. <p>Trinity Academy will always take a considered and sensitive approach in order to support all of its pupils.</p>
<p>5. Roles and Responsibilities</p>	<p>The Board of Trustees is responsible for:</p> <ul style="list-style-type: none"> • Approving and adopting this policy along with related policies and procedures. • Ensuring that a senior member of the school's leadership team is designated to take lead responsibility for child protection issues. <p>The Headteacher is responsible for ensuring that:</p> <ul style="list-style-type: none"> • This and related policies and procedures adopted by the Board of Trustees are fully implemented and adhered to by all staff. • Sufficient resources and time are allocated to enable the designated senior leader to discharge their responsibilities, including taking part in inter-agency meetings and contributing to the assessments of children. • All staff and volunteers feel able to raise concerns about poor or unsafe practice in regard to children, and such concerns are addressed sensitively and effectively in a timely manner and in accordance with the Academy's whistle blowing policy. <p>The designated senior leader for child protection is responsible for:</p> <ul style="list-style-type: none"> • Referrals of suspected cases of abuse. • Provision of advice and support to other staff. • Liaison with the local authority and other agencies. <p>All staff and volunteers are responsible for:</p> <ul style="list-style-type: none"> • Complying with the Academy's policies and procedures. • Attending appropriate training. • Informing the designated person of any concerns.

<p>6.Implementation</p>	<p>This policy will be implemented and aligned with other policies related to pupils' well-being and keeping them safe. It will be supported with relevant procedures and practice guides.</p> <p>All staff and volunteers will be given role appropriate training in respect of this and related policies. Ensuring the currency of their knowledge will be addressed during the staff appraisal process.</p> <p>Systems will be established to manage the identification, monitoring and review of those pupils about whom there is concern.</p> <p>The curriculum, enrichment programme and pastoral system will be implemented in ways that encourage self-worth and build confidence and trust.</p> <p>Positive relationships with parents/carers will be developed and nurtured, both on an individual basis and via other routes e.g. parent/carer focus groups.</p>
<p>7. Monitoring and Evaluation</p>	<p>This policy will be monitored and evaluated as part of the Academy's Monitoring and Evaluation Framework, in order to assess its implementation and effectiveness. Data will be monitored to identify any equal opportunity implications.</p>
<p>8. Frequency of Review</p>	<p>To be reviewed annually.</p>
<p>9. Approval</p>	<p>Approved by the Board of Trustees</p>
<p>10. Appendices</p>	<p>Appendix 1 relevant guidance:</p> <ul style="list-style-type: none"> • DfE guidance: Working Together to Safeguard Children (2015) • DfE guidance: Keeping Children Safe in Education (2015) • DfE guidance: Keeping Children Safe in Education (2016) • DfE guidance: Behaviour and Discipline in Schools (2015)